

## Changes to TERI Program Senate Bill 618 FAQs

### Leave

Q: What effect will S.618 have on annual leave for TERI participants?

**A:** Employees beginning participation in the TERI program after June 30, 2005, will not receive payment for unused annual leave upon retirement and entering the TERI program; however, they will maintain their current annual leave balance. After the employee terminates from state employment and ends participation in the TERI program, the employee will be eligible to receive payment for unused annual leave. TERI participants who entered the TERI program before June 30, 2005, will still be eligible to receive a payment for unused annual leave upon the end of participation in the TERI program. As before, TERI participants will continue to be eligible for earning annual leave at the bonus rate.

Q: What effect will S.618 have on annual leave for retirees who are employed by a state agency?

**A:** Retirees hired by a state agency after June 30, 2005, will not receive payment for unused annual leave following termination. As before, retirees occupying a full-time equivalent (FTE) position will continue to be eligible for earning annual leave at the bonus rate.

### Grievance Rights

Q: What effect will S.618 have on grievance rights for TERI participants?

**A:** Any employee who enters the TERI program after June 6, 2005, is exempt from the State Employee Grievance Procedure Act.

Q: What effect will S.618 have on grievance rights for retirees?

**A:** Current and future retired members of the South Carolina Retirement System, except TERI participants who entered the program prior to June 6, 2005, hired by an agency to fill all or some fraction of a full-time equivalent (FTE) position will be exempt from the State Employee Grievance Procedure Act effective July 1, 2005.

Q: What effect will S.618 have on faculty grievance rights?

**A:** TERI participants and retirees at a four-year post-

secondary educational institution who are covered by their institution's grievance procedure for academic employees under Section 8-17-380 of the SC Code of Laws are not affected by these changes. These employees should continue to be covered by the academic grievance procedure for the institution.

Q: Need more information on Senate Bill 618 and how it affects you?

**A:** The OHR website is an excellent source for additional information on Senate Bill 618. You can visit OHR's website at [www.ohr.sc.gov](http://www.ohr.sc.gov) and go to the HOT TOPICS section for further information. For information on how this bill may affect your personal situation, the retirement systems website will be the best place to get information. Visit the retirement systems website at [www.retirement.sc.gov](http://www.retirement.sc.gov) (click on the News and Updates Section) to see other frequently asked questions related to these changes.

### State Government Career Fair

The Office of Human Resources is hosting a State Government Career Fair on September 28, 2005, at the South Carolina State Museum at 301 Gervais Street from 10:00 a.m. to 7:00 p.m. We will have representatives from various state agencies representing several disciplines to include accounting/business administration, information technology, education, health services, human services, engineering and planning services, law enforcement, skilled trades, and natural resources.

We will also offer seminars on "How to Write a Resume" and on "Interviewing Skills and Techniques." For more information, please check our website at [www.state.sc.us/jobs](http://www.state.sc.us/jobs) or call (803) 734-9080.

### PerksCard Information

Eligible employees all over the State have been participating in the PerksCard discount card program since May. Since the program's inception almost 22,000 employees have registered and saved money on everything from rental car rates to the price of lunch. Based on the suggestions of members throughout the country, PerksCard, Inc., will unveil the new and improved PerksCard website on August 1, 2005. PerksCard has added several features to the new website including new menu options, "quick links" and easier access for returning members. A "What's New" feature has also been added to the website to keep PerksCard holders informed about new and exciting things PerksCard is offering.

As of July, more than 120 stores, restaurants, and

other providers of goods and services throughout the State, have become participating vendors. Simply go to the new "Browse Categories" section to search for vendors in your area or click on "View All Vendors" under the "National Vendors Icon" to get a complete list of all national vendors. PerksCard continues to add new local and national vendors and they want to hear from you! Visit the PerksCard website to let them know about your favorite places to eat, shop and visit. PerksCard will secure the best discounts for you. Use the "recommend a vendor" link and fill out the required fields or call (877) 253-7100. Remember the more places you recommend the more places you save money!



The new website also makes activating your PerksCard a breeze. We encourage employees to continue to register their PerksCard and hope that this discount card program continues to be a success.

### Electronic Version of the State Appeal Form

The Office of Human Resources (OHR) will conduct a six-month pilot study for the electronic submission of the State Appeal Form. Effective July 1, 2005, covered employees wanting to appeal adverse employment actions, as defined by the State Employee Grievance Procedure Act, will be able to complete and send the State Appeal Form online.

Covered employees choosing to send the appeal form electronically can access the State Appeal Form at the OHR web site. The web address is: [www.ohr.sc.gov/OHR/employee/grievance\\_form.phtml](http://www.ohr.sc.gov/OHR/employee/grievance_form.phtml). Covered employees without internet access may continue to initiate an appeal by U.S. Mail or facsimile and OHR will mail the State Appeal Form to the covered employee.

If you have any questions or comments regarding the electronic version of the State Appeal Form, please call OHR at (803) 737-0900.

### Remaining 2005 Holidays

Labor Day .....	Monday, September 5
Veterans Day .....	Friday, November 11
Thanksgiving Day .....	Thursday, November 24
Day after Thanksgiving .....	Friday, November 25
Christmas Day (observed) ..	Monday, December 26
Day After Christmas .....	Tuesday, December 27